



## **USCG Auxiliary District 11N – Human Resources Report January 2023**

**TO:** COMO Curtis Han, District Commodore  
Jim Losi, District Chief of Staff  
District 11N Board & Staff

**FROM:** Louis Sarto, District Staff Officer – Human Resources (DSO-HR)

### **Activities:**

1. Zoom Transition Session with predecessor Jim Losi
2. Coordinated a recruit referral from a National Branch Chief (BC-HQF)
3. Preparing PCA Fair HR Presentations for Elected Officers (Saturday) and Fair Participants (Sunday)

### **Details:**

1. Preparation of Membership Summary & Analysis spreadsheet was reviewed and trends discussed.
  - 1.1. COVID is a realistic and convenient cause but that excuse is fading.
2. Contacted by Branch Chief HQF Paul Heller with a recruit lead on 11 JAN
  - 2.1. Assumed a hands-on role so I could view the rapidity and professionalism of Division and Flotilla HR Staff Officers.
  - 2.2. Contacted the recruit to obtain background information and understand motivation
  - 2.3. Contacted four proximate Flotillas; continue to monitor the process so it can be improved for the next recruit
3. The PCA Fair is the first forum to introduce the next iteration of the HR Function.
  - 3.1. Constructing the Dashboards - which metrics are essential for Flotilla performance
  - 3.2. Constructing the Message – internal and external